

Ohio Speech and Hearing Professionals Board 77 South High Street, 16th Floor Columbus, OH 43215

Board Meeting Minutes of Tuesday, May 17, 2022

The Regular Business Meeting was called to order at 9:33 a.m. by Board President, Tammy H. Brown, held virtually.

Board Officers and Members - Roll Call:

Tammy H. Brown, M.A., CCC-A, Audiology Board Member and Board President Carrie L. Spangler, Au.D., CCC-A, Audiology Board Member and Board Secretary

Lisa Dodge Burton, Public Member Steven M. Griffin, M.A., CCC-SLP, Speech-Language Pathology Board Member Nancy Mills, Au.D., Audiology Board Member Michael R. Pratt, H.A.S., Hearing Aid Specialist Board Member Matthew Starner, H.A.S., Hearing Aid Specialist Board Member

Excused Absence:

Stephen M. White, Public Member

Also Present:

Gregg B. Thornton, Executive Director Connie J. Allen, Board Investigator Crystal Richie, Principal Assistant Attorney General

AGENDA

The agenda for the May 17, 2022, regular board meeting was presented and reviewed.

Motion #1

Dr. Spangler moved to accept the agenda as submitted. Mr. Pratt seconded the motion. The motion passed unanimously.

MINUTES

The minutes of the March 18, 2022 board meetings were reviewed.

Motion #2

Dr. Mills moved to accept the minutes of the March 18, 2022 board meeting. Ms. Burton seconded the motion. The motion passed unanimously.

BOARD PRESIDENT'S COMMENTS

Tammy Brown welcomed everyone in attendance at the meeting. She thanked the board staff for their continued great work and teamwork preparing the spring and summer graduates applying for their license. She appreciates staff handling the higher volume of applications during this time period and responding to phone calls and e-mails. Ms. Brown welcomed Principal Assistant Attorney General Crystal Richie who will replace Cheryl Hawkinson as the Board's attorney after Cheryl's retirement. Mr. Thornton introduced Ms. Richie to the Board. Ms. Brown asked all board members to introduce themselves. Ms. Richie gave a summary of her legal experience and said she is looking forward to working with everyone. Ms. Brown stated that she is looking forward to having Ms. Richie on the team. She also thanked Ms. Hawkinson and Matt Starner for their service and noted there will be a more formal recognition for all former board members whose terms ended during the pandemic. The pandemic prevented the Board from formally recognizing former board members with a service plaque due to budget restrictions and adherence to COVID-19 large gathering protocols. Former board members Helen Mayle, Karen Mitchell, Barbara Prakup, and Matt Starner, as well as Ms. Hawkinson will be recognized for their service at the August 31, 2022 in-person board meeting. Ms. Brown also congratulated Dr. Carrie Spangler on receiving commendations from her state legislators for her ASHA Fellow Award.

EXECUTIVE DIRECTOR'S REPORT

Mr. Thornton submitted a written report of significant activities occurring since the last Board meeting. He provided updates regarding:

- Significant meetings, presentations, and events
- Legislative and media contacts
- Year-to-date revenue and expenditures for FY2022
- Significant legislation
- Chapter 4747 Rules Package pending with the Office of Common Sense Initiative
- ASLP-IC Interstate Compact
- Occupational Licensure Board Review
- Ethics Financial Disclosure Statements
- Board Appointments

ASSISTANT ATTORNEY GENERAL'S REPORT

There were no legal updates from the Assistant Attorney General.

<u>INVESTIGATIONS</u>

A. EXECUTIVE SESSION

Motion #3

Dr. Spangler moved to enter Executive Session for the purpose of discussing investigation of charges or complaints against a licensee, regulated individual, or an applicant for the purpose of disciplinary action pursuant to R.C. §121.22.(G)(1), and which requires that such matters be kept confidential under R.C. §121.22(G)(5). Mr. Starner seconded the motion, which passed by roll call vote as follows: Ms. Burton: yes; Mr. Griffin: yes; Dr. Mills: yes; Mr. Pratt: yes; Dr. Spangler yes; Mr. Starner: yes; Mr. White: excused absence; and Ms. Brown: yes.

The Board went into Executive Session at 10:17 a.m. and invited Board staff to remain in attendance. The Board also invited the Assistant Attorney General to remain in attendance.

The Board returned to Public Session at 10:47 a.m.

B. BOARD ACTIONS

New Cases

There were no new cases presented today for board action.

Previously Heard Cases

CO2021-18668

This case involves a speech-language pathologist who holds a license in Ohio, Kentucky and formerly in California. The licensee failed to disclose on their Ohio licensure application their prior California disciplinary action. At the March 18, 2022 meeting, the Board authorized a Consent Agreement consistent with the Investigative Review Group Guidelines. The Board requested this case be brought back to its next meeting if the licensee agreed to the Consent Agreement and terms. The licensee agreed to the terms and signed the Consent Agreement.

Accordingly, the Investigative Review Group recommends that the Board approve the signed Consent Agreement with the following terms and conditions and to close the case upon the licensee completing the terms.

- Reprimand;
- Complete two continuing education (CE) hours in the area of ethics. The two hours are due within 60 days from the effective date of the Consent;
- Audit their 2023-2024 CE hours, their second renewal;
- Comply with Chapters 4744 and 4753 of the Ohio Revised Code and all other federal and state statues and rules governing the practice of speech-language pathology.

Motion #4

Ms. Burton moved to approve the Investigative Review Group's recommendation in case number CO2021-18668. Dr. Spangler seconded the motion. There were no abstentions. The motion passed unanimously.

C. INVESTIGATIVE REPORT – Mrs. Allen

Since the last Board Meeting March 18, 2022:

OPENED Investigations		6
CLOSED Investigations		2
Current Open Investigations		104
Of the Current Open Investigations	Consumer Complaints	14
	Referral Complaints	90
Current Open Cases Due to Monitoring	Consent Agreement(s)	14
	Non-reportable Consent	1
	Adjudication Order(s)	0

Of the Current Open Investigations, the Investigative Categories are:

Application Requirements Not Met	0
Billing Fraud	0
Continuing Education Violation and/or Self Report	76
Conviction	0
False or Misleading Advertisement	1
Falsified/Misleading Application	0
Illegal, Incompetent, or Habitually Negligent Practice	0
Impaired Practice	0
Misrepresentation of Credentials	0
Practicing Under Expired License and CE Violation	1
Practice Under an Expired License and Supervision	0
Practicing Under Expired/Inactive License	7
Renewal Issue	1
Supervised Professional Experience Violations	0
Unlicensed Practice	0
Unprofessional/Unethical Conduct	18

Sub-Categories – Unprofessional Conduct Investigations

Documented Unrendered Services; Billing	3
Failure to Disclose disciplinary action by other Entity	1
Hearing Aide issues	4
Inaccurate Documentation for non-clinical intervention	1
Non-Parental Consent to Conduct Assessment	1
No Refund for unnecessary hearing evaluation prior to speech	1
evaluation	
Standard of Practice Issue	2
Student Services Not Met	1
Terminated from Employment	3
VA benefits cancelled due to wrong patient information documented	1

UPDATES SINCE THE LAST MEETING – Other Information, Enforcement Activities and/or Outcome of some of the previously closed cases:

License Verifications – 95 March 19 – May 11, 2022

Previously Heard Cases

The following 12 licensees signed their Consent Agreements accepting the terms and conditions.

CO2021-12338, CO2021-12339 and CO2021-12340

All three cases involved hearing aid fitters employed at the same company who did not follow appropriate hearing testing procedures. At the March 18, 2022 meeting, the Board approved Consent Agreements for the three licensees and to close the case upon the licensees accepting and completing the terms. The licensees agreed to surrender their license and not apply for reinstalment of their license for at least three years.

The following seven cases involve speech-language pathologists who practiced under an expired license for 15 days or more. Two also failed their 2019-2020 CE Audit for Practice Under an

Expired License. At the March 18, 2022 meeting, the Board approved Consent Agreements which the licensees accepted. Upon completion of the terms e.g., jurisprudence examination and additional CE hours, etc, the cases will be closed:

CO2021-17544	Hannah Agoston, SP.10794
CO2021-16757	Jennifer Buelsing, SP.03505
CO2021-17965	Sarah Miller, SP.08326
CO2022-0096	Mary Chrisman, SP.05022
CO2021-18189	Lauren Boll, SP.10769 (Failed CE Audit)
CO2021-17691	Jennifer Brummett, SP.09769 (Failed CE Audit)
CO2021-15700	Audrey Patterson, SP.14097

The following two cases involve speech-language pathologists who failed their 2019-2020 Random CE Audit. At the March 18, 2022 meeting, the Board approved Consent Agreements which the licensees accepted. Upon completion of the terms e.g., audit their 2021-2022 and 2023-2024 CE hours, the cases will be closed:

CO2021-18573 Colleen Easton, SP.06972 (Second Failed Audit)
CO2022-1057 Speech-language pathologist – Non-Reportable Consent Agreement
(First Failed Audit)

Scheduled Hearings

August 31, 2022 11:00 a.m.

CO2022-1056 Kimberly Sharp, IL.03367 – Failed 2019-2020 Random CE Audit (did not report any CE hours and did not respond to all audit communication)

Publication regarding this licensee gave notice that if no hearing is requested by the May 18, 2022 deadline, an evidentiary hearing would be held for her, pursuant to Goldman v. Ohio State Medical Board (10th Dist. 1996) 110 Ohio App.3d.124. An affidavit of the publication was mailed to her on May 6, 2022, via first class mail to the address on file. It was not returned to the Board office.

The following two cases involve an audiologist and speech-language pathologist who requested to enter into a Consent Agreement in lieu of scheduling their evidentiary hearing August 31, 2022 pursuant to Goldman v. Ohio State Medical Board (10th Dist. 1996) 110 Ohio App.3d.124:

CO2021-19912 Erin Zemba, A.01929 – Failed 2019-20 Random CE Audit (did not respond and/or report all CE hours by the December 15, 2021 deadline)

 She received a copy of her February 22, 2022 Notice of Opportunity for Hearing (NOH) via Certificate of Mailing dated March 22, 2022. She wishes to settle in lieu of scheduling her hearing for August 31, 2022 at 10:30 a.m.

CO2022-1219 Lindsay Arminio, SP.09124 – Failed 2019-2020 Random CE Audit (did not respond and/or report all CE hours by the December 15, 2021 deadline)

 She received a copy of her February 22, 2022 Notice of Opportunity for Hearing (NOH) via Certificate of Mailing dated March 22, 2022. She wishes to settle in lieu of scheduling her hearing for August 31, 2022 at 10:00 a.m.

Accordingly, the Investigative Review Group recommends in case numbers CO2021-19912 and CO2022-1219 the Board approve a Consent Agreement with the following terms and conditions and to close the cases upon the licensees accepting and completing the terms:

- Reprimand;
- Acknowledge completion of any missing CE hours that were completed after the July 1, 2021 renewal extension and applied towards the 2019-20 failed audit (if applicable) and that the hours are not applicable towards the current biennium for renewal;
- Acknowledge receipt of their NOH;
- Payment of the \$120 Late Renewal Failed Audit Fee. If they already paid, acknowledge payment;
- Audit their 2021-2022 CE hours.

Motion #5

Mr. Starner moved to approve the Investigative Review Group's recommendation in case numbers CO2021-19912 and CO2022-1219. Ms. Burton seconded the motion. Mr. Pratt abstained. The motion passed unanimously.

Continuing Education

2019-20 Continuing Education Audit

In August 2021, 460 licensee's (ten percent audiologists, speech-language pathologists and hearing aid fitters with an active license status) were audited for their 2019-20 continuing education hours. Ninety-two percent of audits have been reviewed to completeness. The board member audits are also complete.

Disciplinary Investigations Statistics for 2022 To Date

<u>Disciplinary Investigative Actions Taken</u>

Hearings	0
Adjudication Orders	0
Consent Agreements	9
Consent Agreements Non-Reportable	1
Consent Agreement Surrender	3
Educational Letters	6
Referrals to Prosecutor	0
Referrals to Other Agencies	0

Category of Disciplinary Investigative Actions Taken To Date

0
0
5
0
0
0
0
0
0
1
6
1
0

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Unlicensed Practice		0
Unprofessional/Unethical Co	nduct	8

LICENSURE APPROVAL – Carrie Spangler

Mr. Thornton distributed the licensure report to the board members prior to the meeting for an opportunity to review the applicant names and determine whether there are any conflicts of interest.

Motion #6

Dr. Spangler moved to ratify the Audiology, Hearing Aid Dealers, Hearing Aid Fitters, Hearing Aid Satellites, Conditional Speech-Language Pathology, Speech-Language Pathology, Aides, and Trainee Permit licenses granted by the Executive Director since the last Board Meeting. Dr. Mills seconded the motion. Mr. Starner abstained. The motion passed unanimously.

License: Number	Issue Date	Applicant Full Name
SP.14766	3/17/2022	April Woltjer
COND.20221928-SP	3/21/2022	Kristina Fifer
SP.14776	3/22/2022	Rebecca Ebert
SP.14773	3/22/2022	Marissa Marion
SP.14775	3/22/2022	Abigail Wangler
A.02358	3/22/2022	Jill Chinnici Anamasi
SP.14768	3/22/2022	Rosemary Svihlik
SP.14769	3/22/2022	Olivia Ann Edelman
SP.14770	3/22/2022	Chelsea Cynthia Kelly
SP.14771	3/22/2022	Cameron Rose McCabe
SP.14772	3/22/2022	Holly R Rowland
SP.14774	3/22/2022	Kaly Shania Snow
SP.14767	3/22/2022	Dana Christine Jokovich
SP.14777	3/22/2022	Megan Katherine Hovest
SP.14778	3/23/2022	Elizabeth A Ehrendreich
HAD.03392	3/23/2022	Anthony James Hannah
AIDE.10146-A	3/24/2022	Amy Sue Stein
SP.14779	3/24/2022	Hannah Elaine Lewis
A.02360	3/30/2022	Nada Hanna
A.02359	3/30/2022	Ashley Brooke Gordon
SP.14780	3/30/2022	Carly Speed
TP.11288	3/30/2022	Katie Arthur
COND.20221929-SP	3/30/2022	Mackenzie Nicole Heck
TP.11289	4/1/2022	Kaitlyn Christine Sovern
SP.14785	4/1/2022	Lauren Hoyt
SP.14781	4/1/2022	Ramya Shyam
COND.20221930-SP	4/1/2022	Gina Francesca Zingaro
SP.14784	4/1/2022	Hannah Alyse Neibler

SP.14783	4/1/2022	Kami Sammetinger
SP.14782	4/1/2022	Jeffrey Michael Falk
SP.14786	4/5/2022	Mary Anne Ross
SP.14788	4/5/2022	Brittni Noel Jenkins
SP.14787	4/5/2022	Pamela Daly Sibeck
AIDE.10147-A	4/14/2022	Noelle Martha Rammel
SP.14789	4/14/2022	Kadi Ann Vermillion
A.02361	4/19/2022	Kelli Warner
SP.14790	4/19/2022	Zoe Weltzin
TP.11290	4/20/2022	Sarah Elizabeth Spicer
TP.11291	4/20/2022	Vanessa Halsey
SP.14791	4/20/2022	Eleanore Chan-Andersen
SP.14792	4/20/2022	Kaitlyn Marie Godsave
SP.14793	4/21/2022	Chandler Burkhart
SP.14803	4/21/2022	Lauren Wetrich
SP.14797	4/22/2022	Lindsay Warne
SP.14801	4/22/2022	Nicholas Christopher Duff
SP.14799	4/22/2022	Briana Lynn LaVigna
SP.14794	4/22/2022	Anna nadia Nyszczy
SP.14796	4/22/2022	Rachel Vroom
SP.14802	4/22/2022	Claire Virginia Goecke
SP.14800	4/22/2022	Jessica Marie Beran
SP.14795	4/22/2022	Bethany Joan Frick
SP.14798	4/22/2022	Sarah Elizabeth Vinci
TP.11292	4/25/2022	Nicole Richae Nicodemus
TP.11293	4/25/2022	Michael Robert Hogan
SP.14806	4/26/2022	Kriszti Rose Derga
IL.03463	4/26/2022	Bradley Wuest
AIDE.10148-A	4/26/2022	Matt Dodd
SP.14804	4/26/2022	Victoria LaValle
TP.11294	4/26/2022	Jade Iris Wilson
A.02362	4/26/2022	Brittany Komes
AIDE.10150-A	4/26/2022	Jennifer Anna Firment
SP.14805	4/26/2022	Emilie Johnson
AIDE.10149-A	4/26/2022	Luke Menapace
SP.14807	4/27/2022	Kylie Marie Somodi
SP.14808	4/27/2022	Emma Vander Stoep
SP.14811	4/27/2022	Abigail Sheldrick
TP.11295	4/27/2022	Krystal Lynn Neal
SP.14810	4/27/2022	Jessica Ann Winkler
SP.14809	4/27/2022	Jamie Elizabeth Braden
SP.14812	4/28/2022	Diana Fay Shraybman
TP.11296	4/28/2022	Kylie Davis
COND.20221931-SP	5/2/2022	Megan Elizabeth Hoadley
COND.20221932-SP	5/2/2022	Paige Priesman
TP.11298	5/2/2022	Alexia Mckinnley Malone
A.02364	5/2/2022	Alyssa Jo Barlage
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TP.11297	5/2/2022	Nikolas Carl Manngard
A.02365	5/2/2022	Brendan Matthew Gausvik
A.02363	5/2/2022	Alexandra Renee Hanna
TP.11299	5/3/2022	Linnea Rachelle Gold
HAD.03393	5/3/2022	Karen S Katsaras
TP.11300	5/4/2022	Angela Marie Ludwig
SP.14813	5/5/2022	Marissa Joan Copas
A.02366	5/6/2022	Chelsea Russell
COND.20221933-SP	5/6/2022	Marissa Impala
COND.20221949-SP	5/9/2022	Kaylee Eastridge
COND.20221948-SP	5/9/2022	
COND.20221948-SP	• •	Delaney Jacob Kristen Dickerhoof
	5/9/2022	
COND.20221962-SP	5/9/2022	Emily Jane Simon
COND.20221946-SP	5/9/2022	Larkin Giesige
COND.20221941-SP	5/9/2022	Kathryn Smith
A.02369	5/9/2022	Catelin Joy Robinson Millhouse
COND.20221964-SP	5/9/2022	Aaron T Witt
COND.20221950-SP	5/9/2022	Alexis Nicolette Montemarano
COND.20221965-SP	5/9/2022	Lydia J Bias
A.02367	5/9/2022	Lindsey Kovacs
COND.20221937-SP	5/9/2022	Kassidy A Turshon
COND.20221955-SP	5/9/2022	Brooke DeVore
SP.14814	5/9/2022	Cassandra Rose Rubino
COND.20221936-SP	5/9/2022	Cassandra Lynn Reinhart
COND.20221945-SP	5/9/2022	Erin D Williams
COND.20221951-SP	5/9/2022	Prangchat Fakto
COND.20221942-SP	5/9/2022	Katherine Elizabeth Evans
COND.20221939-SP	5/9/2022	Ashley Paige Henry
COND.20221953-SP	5/9/2022	Jennifer Caitlyn Ferree
COND.20221952-SP	5/9/2022	Emily Dobias
A.02371	5/9/2022	Cory Keith Cook
A.02368	5/9/2022	Jessica Marie Talarczyk
COND.20221954-SP	5/9/2022	Margaret Whitford
COND.20221947-SP	5/9/2022	McKayla Krizman
COND.20221947 SI	5/9/2022	Bridget Lucey
COND.20221960-SP	5/9/2022	Madelyn Kate Buettner
	• •	Caroline Rose McGeehan
SP.14816	5/9/2022	
COND.20221956-SP	5/9/2022	Brianna Goodwin
SP.14815	5/9/2022	Shanleigh F Sullivan
COND.20221943-SP	5/9/2022	Alexis L Rymers
COND.20221934-SP	5/9/2022	Makinzie R Viola
COND.20221958-SP	5/9/2022	Scarlet Baird
COND.20221957-SP	5/9/2022	Brooke Elizabeth Barman
COND.20221959-SP	5/9/2022	Abigail Bates
COND.20221935-SP	5/9/2022	Kaycee Caroline Knapp
A.02370	5/9/2022	Colleen Erin O'Malley
COND.20221944-SP	5/9/2022	Laura Grace Slutz

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COND.20221940-SP	5/9/2022	Courtney Olivia Kuebler	
COND.20221963-SP	5/9/2022	Breawna Vivian Heal	
SP.14820	5/10/2022	Nicole Thompson	
SP.14819	5/10/2022	Eleni Panaiota Magiassos	
TP.11301	5/10/2022	Danchau Nguyen Tran	
SP.14817	5/10/2022	Emily Mariah Relic	
SP.14818	5/10/2022	Katherine Jane Swope	

Audiology Aides

None

Speech-Language Pathology Aides

None

Licensure Applications

None

Special Applications

None

LICENSING SUMMARY

Audiology	1,114
Audiology Aide	87
Conditional Speech-Language Pathology	342
Dual – Audiology and Speech-Language	27
Hearing Aid Dealers	220
Hearing Aid Satellites	423
Hearing Aid Fitters	416
Inactive Audiology	45
Inactive Speech-Language Pathology	250
Speech-Language Pathology	8,131
Speech-Language Pathology Aide	5
Trainee Permit Holders	52
<u>TOTAL</u>	11,112

BOARD BUSINESS

A. Expenditures for FY2022

Motion #7

Mr. Thornton reported that some of the board's state computers are at the end of their service cycle and should be replaced.

Dr. Mills moved to approve up to \$5,000 for the purchase of computer equipment. Dr. Spangler seconded the motion. The motion passed unanimously.

Motion #8

Mr. Thornton discussed the program for the 2022 Annual National Council of State Boards of Examiners for Speech-Language Pathology and Audiology (NCSB) conference in Santa Fe, NM. The Board determined that sponsoring the conference serves its mission of consumer protection noting that the Board is a member of NCSB. NCSB consists of other licensure boards from across the country that license audiologists, hearing aid dealers and fitters, and speech-language pathologists.

Dr. Spangler moved to authorize the Board to expend \$2,000 to serve as a platinum sponsor of the 2022 NCSB conference in Santa Fe, NM. Mr. Pratt seconded the motion. The motion passed unanimously.

Motion #9

Mr. Pratt moved to approve up to \$500 for the purchase of service plaques for former board members Helen Mayle, Barbara Prakup, Karen Mitchell, and Matt Starner and former AAG Cheryl Hawkinson. Mr. Griffin seconded the motion. The motion passed unanimously.

B. Travel Authorizations

Motion #10

The Board reviewed the conference program and registration fees for the NCSB annual fall conference in Santa Fe, NM from October 13-15, 2022. The Board has sponsored the conference in the past. The Board invited Assistant Attorney General Hawkinson to attend. The Board noted that it holds membership with NCSB. The Board's Executive Director is currently serving as past-president and the Board's president is serving on the board of director's as president-elect of NCSB. This conference also includes a one day new board member training workshop.

Ms. Burton moved to approve up to four Board members and/or staff to attend the NCSB fall conference from October 13-15, 2022 in Santa Fe, NM. Dr. Mills seconded the motion. The motion passed unanimously.

C. Cancellation of July 22, 2022 board meeting The Board meeting scheduled for July 22, 2022 was cancelled. The Board will hold an in-person meeting on August 31, 2022.

CORRESPONDENCE

There was no correspondence discussed at the meeting.

OPEN FORUM FOR PUBLIC AND PROFESSIONAL ORGANIZATIONS

There were no members from the public or professional organizations in attendance.

MEMBER CONCERNS

Mr. Starner stated that there may be issues with hearing aid fitters obtaining a National Practitioner Identifier (NPI) number from the Centers for Medicare and Medicaid Services (CMS)

because CMS has "Hearing Instrument Specialist" as their designation when applying for a NPI number. Hearing Instrument Specialist is used when the individual holds certification from the National Board for Certification in Hearing Instrument under the designation, "NBC-HIS". Mr. Thornton stated that he would research this issue further and update the Board.

Ms. Brown noted that the Ohio Dyslexia Committee's (Committee) meeting in April was cancelled and inquired of Mr. Griffin if there was anything new to report. Mr. Griffin stated that the Ohio Dyslexia Guidebook, that was drafted by the Committee, was approved by the Ohio Department of Education, and that the committee will continue to meet to consider additional updates to the guidebook.

Dr. Spangler stated that she attended the Newborn Infant Hearing Subcommittee meeting April 29, 2022. She stated that the sub-committee has an opening for a co-chair. The sub-committee also discussed possible legislation requiring screenings for all newborns or newborns who are at risk of contracting the Cytomegalovirus virus, e.g., CMV. During the subcommittee meeting, Dr. Spangler raised concerns about the expansion of the deaf mentor program.

<u>ADJOURNMENT</u>

The meeting was adjourned at 11:39 a.m.

Tammy H. Brown, Board President

Buy 3 hut

Date: August 31, 2022

Gregg B. Thornton, Executive Director

Date: August 31, 2022

Carrie L. Spangler, Board Secretary

Janu & Spangle tu.D.

Date: August 31, 2022